

## Types of Salary Increases within the Budget and Control Board

<b>Types of Increases</b>	<b>Description</b>
<b>In-Band Increase</b>	
<b>Additional Duty/ Responsibility Increase</b>	In-Band increase to recognize the additional duties and/or broader responsibilities assigned to an employee in current position or another position in the same band.
<b>Performance Increase</b>	In-band increase to recognize an employee's outstanding performance. HR monitors to insure latest EPMS rating was an "exceeds" or "substantially exceeds."
<b>Additional Skills Increase</b>	In-band increase to recognize the additional skills and/or knowledge gained by an employee which is directly related to the job.
<b>Reassignment</b>	The movement within an agency of an employee from one position to another position having the same State salary range/band.
<b>Reclassification Increase</b>	A natural change in duties and responsibilities that warrants a classification in a different classification in the same pay band.
<b>Transfer</b>	The movement from a different agency of an employee from one position to another position having the same State salary range/band.
<b>Bonus</b>	A one-time payment not included in the base salary. It may be given to recognize the accomplishments and contributions of individual employees.
<b>Higher Band</b>	
<b>Reclassification Increase</b>	A natural change in duties and responsibilities that warrants a classification in a higher pay band.
<b>Promotional Increase</b>	The assignment of an employee to a different position having a higher State salary range/band.